

Figure 1

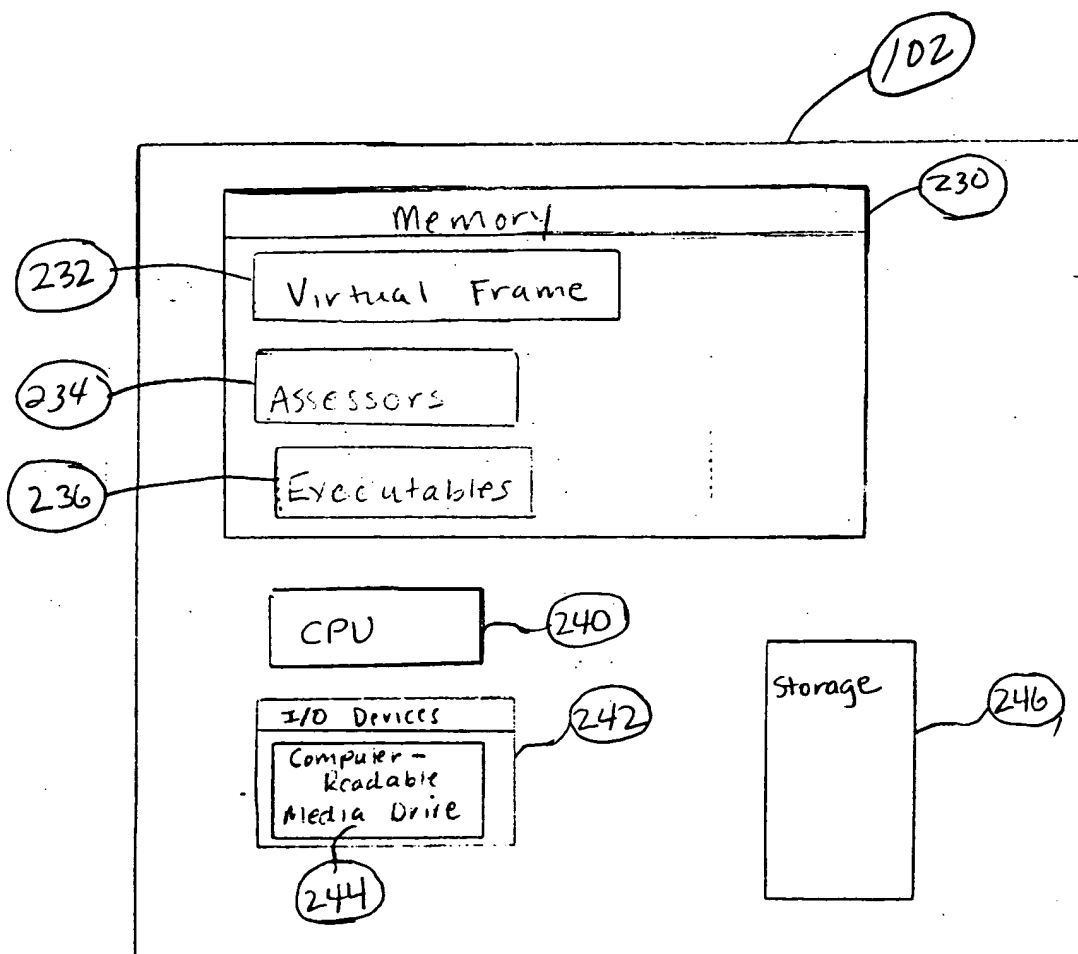


Figure 2

300 ↘

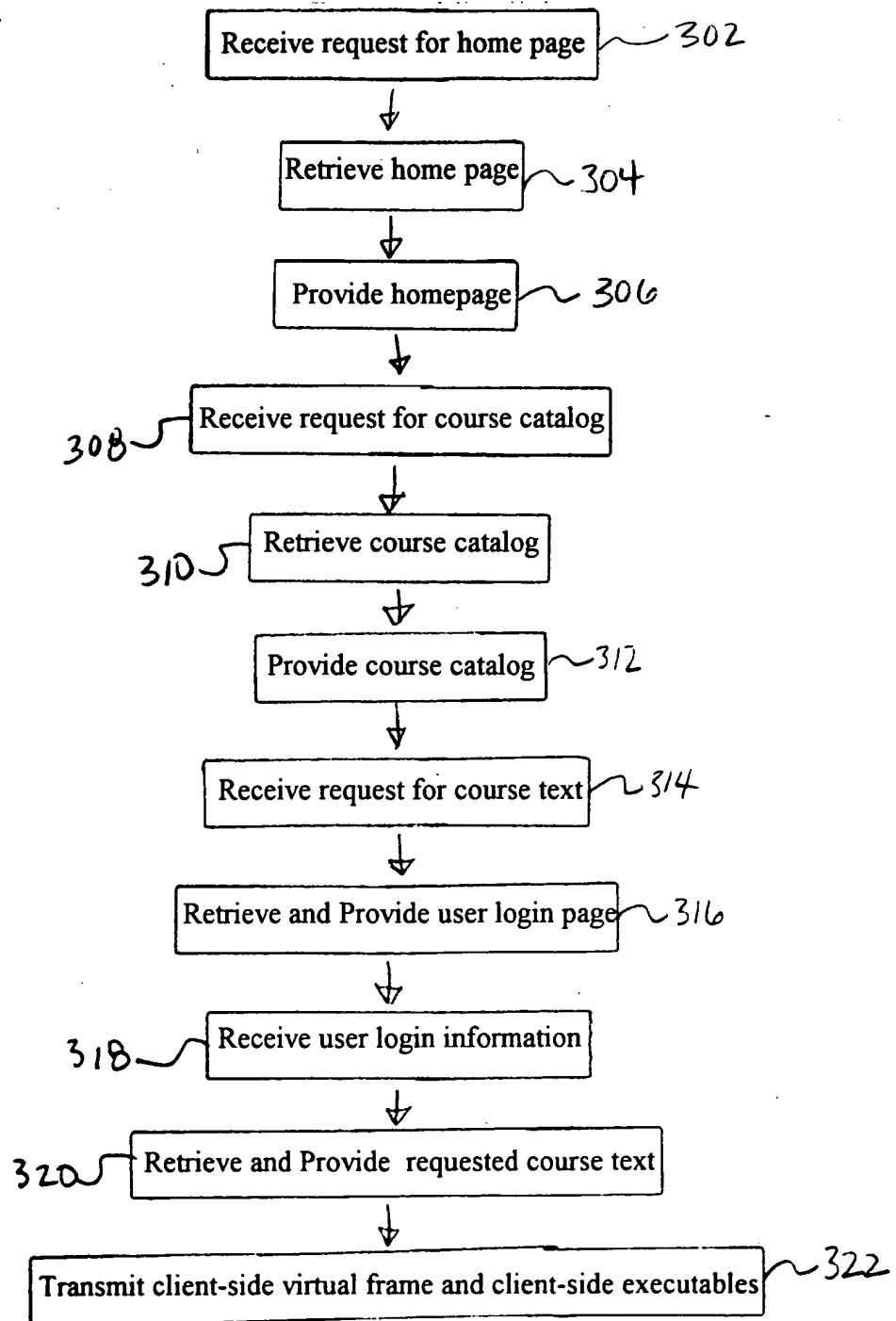


Figure 3A

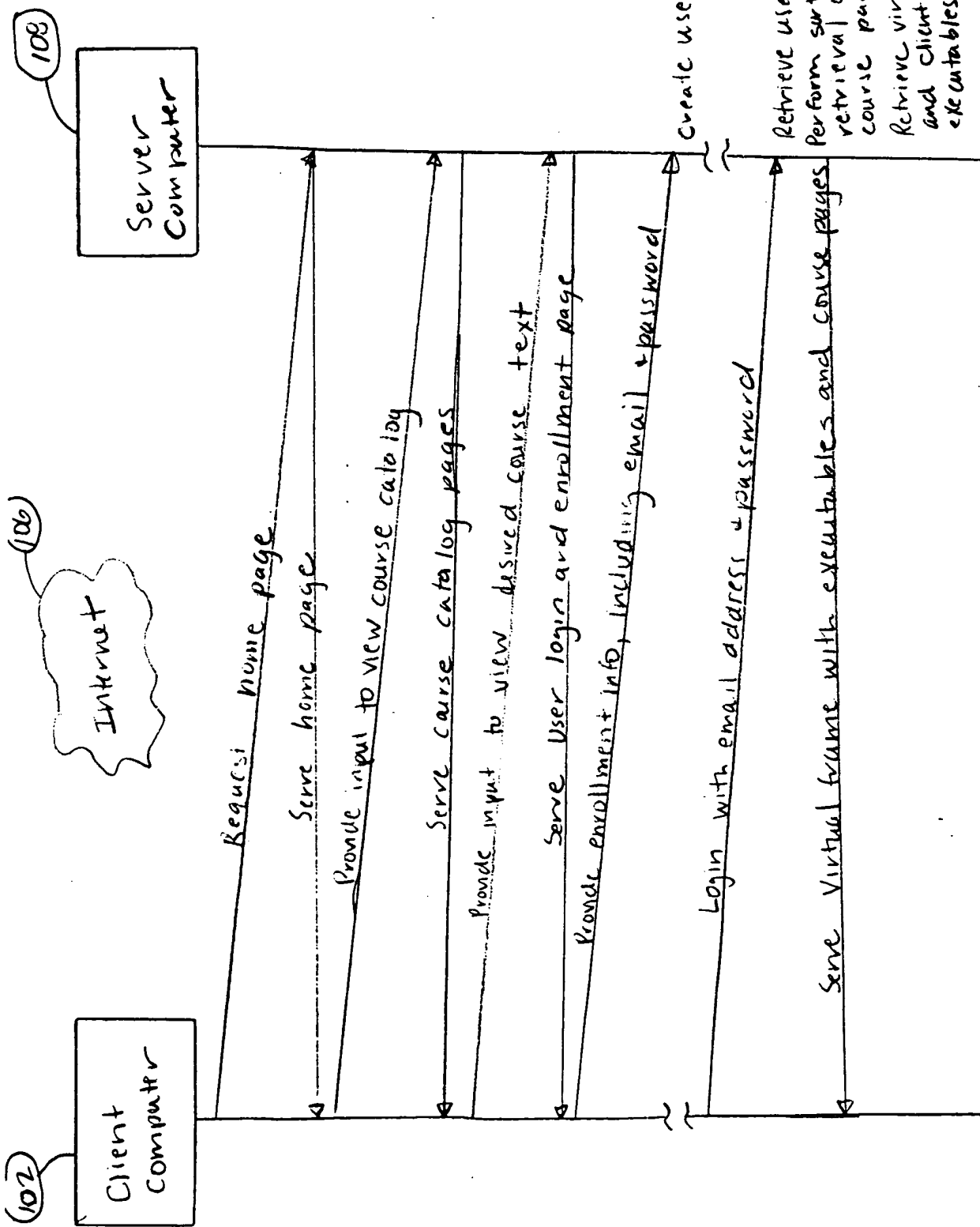


Figure 2B

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Receive and Display requested course text 402

Receive and Download client-side virtual picture frame and client-side executables 404

Receive a request to access a client-side executable by a user clicking on a button on the virtual picture frame

Execute executable 408

Display content in response to requested executable

Figure 4

## Distance Learning Center

## Free Self-Evaluation

**Enroll Now!**

## Benefits of Online Learning

[View Course Catalog](#)

### Obtaining CPE, MCLE, & CE Credits

**ERI Master Certificate**

## How to Begin

IBBCA Textbook

**✉ Send Feedback**



SECRET

## Your Resource for Compensation & Benefits Education

Developed to provide a resource for those wishing to expand their knowledge in the area of compensation and benefits, ERI Distance Learning Center offers forty-six courses covering (mostly advanced) compensation and benefits topics. Review a complete listing of available courses by [clicking here](#) to see the present Course Listing.

## Education without the Hassle

ERI realizes that today's professionals need to obtain continuing education, but may not have the time to attend seminars away from the workplace. ERI Distance Learning Center courses create a solution by allowing easy access to compensation & benefits education from anywhere in the world via a computer with an Internet connection.

**CPE, MCLE, & CE Credits Available.**

All courses may be taken **free of charge** if you enter from a university computer, an ERI/Assessor Series program, or from an association site. If you wish to receive CPE, MCLE, or CE credits for courses, enter that desire when you "login". Should course credit exist for your location (varying by state/province), both the interactive course and/or the test will notify you. For further details on obtaining the discussed

**credite please click here**

**DLC Wizard:**



# Start @h

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FIGURE 5

546

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ERI Economic Research Institute

[File](#) [View](#) [To](#) [Initial](#) [Internet](#) [Help](#)

[ERI's Platform Library](#) [Distance Learning Center](#) [ERI's Web Site](#)

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Distance Learning Center

Free Self-Evaluation

Enroll Now!

Benefits of Online Learning

View Course Catalog

Obtaining CPE, MCLE, & CE Credits

ERI Master Certificate

How to Begin

IBBCA Textbook

Send Feedback

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Welcome



Your Resource for Compensation & Benefits Education

Developed to provide a resource for those wishing to expand their knowledge in the area of compensation and benefits, the ERI Distance Learning Center offers 50 courses covering compensation and benefits topics. Review the current Course Listing by [clicking here](#).

Education without the Hassle

ERI realizes that today's professionals need to earn continuing education credits, but don't have time to attend seminars away from the workplace. DLC courses provide convenient, internet based access to compensation and benefits education from anywhere in the world.

CPE, MCLE, & CE Credits Available.

All courses may be taken without a credit card transaction if accessed through a participating university computer, an ERI Complete Consultant Series Plus licensed program, or an organization that has purchased a Course Package. Users that need to receive CPE, MCLE, or CE credits for courses, can view a list of accredited courses by [clicking here](#).

Master ERI Certificate

DLC Wizard

Analysis

Tutorial

Workshop

Textbook

Online Survey

Reference URL

ERI URL


Figure 6A

**ERI Economic Research Institute**

File View Favorites Internet Help  
 ERI's Platform Library Distance Learning Center ERI's Web Site

Home Course Catalog Your Account Site Map Resources Enroll Now!

# Welcome



## Distance Learning Center

- Free Self-Evaluation
- Enroll Now!
- Benefits of Online Learning
- View Course Catalog
- Obtaining CPE, MCLE, & CE Credits
- ERI Master Certificate
- How to Begin
- IBBCA Textbook
- ☒ Send Feedback

**Your Resource for Compensation & Benefits Education**

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DLC Wizard	Analysis	Tutorial	Workshop	Textbook	Online Survey	Reference URL	ERI URL
532	543	550	510	512	514	516	518

**Master ERI Certificate**

Assessors: Validation Benefit Non-Profit Exec Comp Relocation Salary Geographic

Figure 6B



ERI Economic Research Institute

Etc View To Install Internet Help

ERI's Platform Library Distance Learning Center ERI's Web Site

Free Data: Proxies/10Ks Survey Xwalks Demographics Immigration Codes/Laws

Home Course Catalog Your Account Site Map Resources Enroll Now!

Distance Learning Center

Welcome

Your Resource for Compensation & Benefits Education

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**CPE, MCLE, & CE Credits Available.**

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**Master ERI Certificate**

DLC Wizard Analysis Tutorial Workshop Textbook Online Survey Reference URL ERI URL

546 548 550 552 554 556 558 560 562

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Figure 6C

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[ERI Economic Research Institute](#)
[Erie View](#)
[To Install](#)
[Internet](#)
[Help](#)

[ERI's Platform Library](#)
[Distance Learning Center](#)
[ERI's Web Site](#)

[Home](#)
[Course Catalog](#)
[Your Account](#)
[Site Map](#)
[Resources](#)
[Enroll Now!](#)

# Distance Learning Center

Free Self-Evaluation

Enroll Now!

Benefits of Online Learning

View Course Catalog

Obtaining CPE, MCLE, & CE Credits

ERI Master Certificate

How to Begin

IBBCA Textbook

Send Feedback

# COURSE CATALOG

Four levels of online interactive courses are available:

- Overview - for the General Employee
- Basic - for the College Student
- Intermediate - for the Compensation/Benefits Analyst or the Beginning Consultant
- Advanced - for the Senior Analyst or Consultant

☒ Active / Certified
 ☐ Active / Certification Pending
 ☐ Under Development

Course Title	Course No.	Certification Application
<b>Special Issues Related to Compensation and Benefits (Skill areas required for MERIC)</b>		
<input type="checkbox"/> Preparing to be an Expert Witness	01	CPE-MCLE-CE-MERIC
IBBCA Text Chapter: 00 Preface		
Field of Study: Consulting Services		Level: Advanced
Course Syllabus		
Statistical Reliability		
	11	CPE-MCLE-CE-MERIC

[DLC Wizard](#)
[Analysis](#)
[Tutorial](#)
[Workshop](#)
[Textbook](#)
[Online Survey](#)
[Reference URL](#)
[ERI URL](#)

502 501 701 702 500 570 572 574 576 578

Figure 7

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ERI Economic Research Institute

[File](#) [View](#) [To Install](#) [Internet](#) [Help](#)

[ERI's Platform Library](#) [Distance Learning Center](#) [ERI's Web Site](#)

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Enroll Now!

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ERI Master Certificate

How to Begin

IBBCA Textbook

Send Feedback

User Login

Would you like to obtain continuing education credit for a course you are about to take? If so, follow these instructions.

1. If you already have an account, fill in your login information to the right and click the submit button.

2. If you are a New User, click the "Click Here to Enroll" above or the "Enroll Now!" link on top, to create your own ERI Distance Learning account.

User Login

User Login Name

Password

Submit

Forgot your password?

DLC Wizard

Analysis

Tutorial

Workshop

Textbook

Online Survey

Reference URL

ERI URL

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Figure 8A

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ERI Economic Research Institute

File View To Install Internet Help

ERI's Platform Library Distance Learning Center ERI's Web Site

Home Course Catalog Your Account Site Map Resources Enroll Now!

Distance Learning Center

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Obtaining CPE, MCLE, & CE Credits  
ERI Master Certificate  
How to Begin  
IBBCA Textbook

Send Feedback

Enrollment

Please provide the following information:

Contact Name

Title

Organization

Street Address

Address (cont.)

City

State/Province

Zip/Postal Code

Country United States of America

Work Phone

FAX

E-mail

Professional License Information:

Workshop

Textbook

Online Survey

Reference URL

ERI URL

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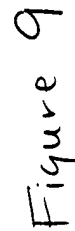
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Figure 8B





April 2001  
AAAShowMe Company  
Demo Data

504

## Proxies & 10-Ks

## Sources & Xwalks

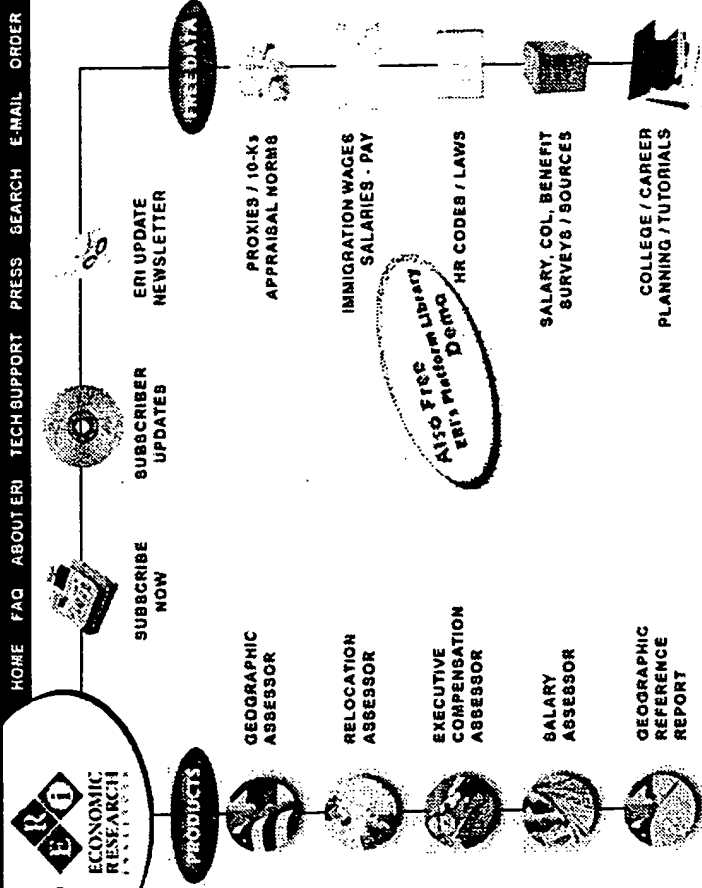
Non-Profit &amp; Public

## Tax Codes & Laws

## Update Data

Copyright © 1996 - 2001 ERI Economic Research Institute. Patent Pending.

Figure 10



### A Compensation and Benefits Research Outsource

ERI Economic Research Institute is a compensation and benefits research outsource. We offer research software and reports relating to area wage and salary differentials, salary survey position pay, benefits, area cost-of-living differentials, and other human resource and demographic information relating to employee pay.

ERI research data can provide you with answers to all manner of questions relating to salary survey, wage survey, salary comparisons, COL, employee group insurance, and executive compensation salary comparisons.

534 536 538 540 542 544

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# Executive Compensation Assessor

File Edit View Options Description Library Internet Help

Individual Profile Benchmark List Proxy Analyses

Position	Year	Annual Compensation Salary	Bonus	Long Term Comp.	All Other Comp.	Total
<b>Chief Executive Officer</b>	<b>2001</b>					
Estimated Mean Comp.		419,541	313,647			733,189
Maximum Reasonable Comp.		775,800	1,117,507			1,893,307
<b>Chief Operating Officer</b>	<b>2001</b>					
Estimated Mean Comp.		315,930	160,650			476,580
Maximum Reasonable Comp.		558,245	599,449			1,157,694

## Data That Affects ERI Salaries

Organization Data  
 Area: Abilene-Lytle Shores, Texas  
 Industry: Data Processing And Preparation  
 Codes: SIC: 7374, PBA: 7379, NAIC: 51421  
 Size (Revenue): 300,000,000

Valuation Date: May 2, 2001

Data as of: April 1, 2001

Organization:

File: c:\my documents\xx.xca

## Base Salary Graph

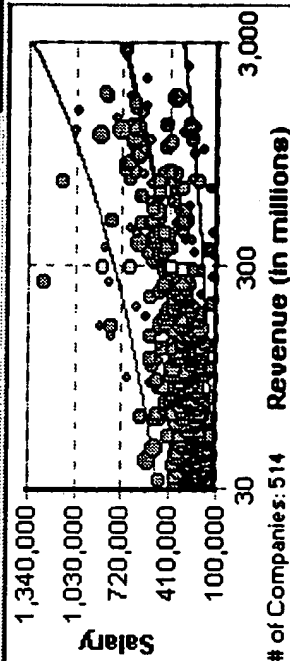
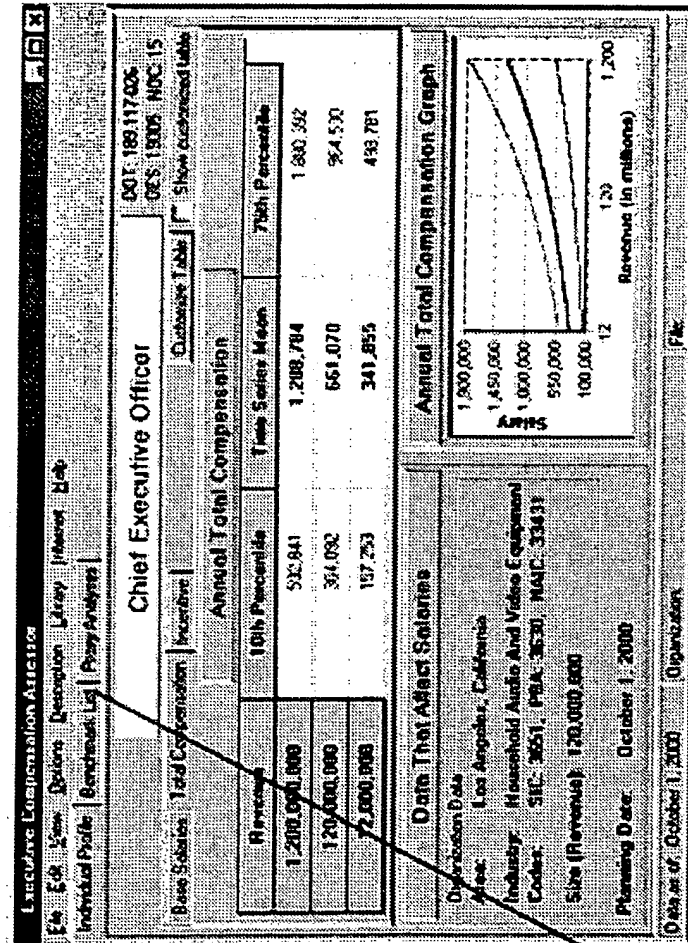


Figure 12





From the Individual Profile screen, click the tab labeled Proxy Analyses to bring up the Proxy Analyses table.

V1.2

Figure 13



# ERI Benefit & Compensation Administration Assessor

January 2001

ERI Example

BETA TEST VERSION 1.0

## Database Administration

- Employee Human Resources Database
- On-Line Employee Benefit Claims Review
- Benefit & Compensation Plan Database

## Benefits Communications

- On-Line Benefit Enrollment/Changes
- Employee Benefit Communications
- Frequently Asked Questions

## Planning

- Salary Increase Budgeting/Plans
- Relocation Labor Cost Modeling
- Incentive and Gain Sharing Plans

## Compliance

- Employee Benefit 5500 Reporting
- Benefit Plan Discrimination Testing
- Human Resource Codes/Laws

## Welcome!

For the last several years, ERI has experimented with Internet-based benefits communications ([BenefitsReview.com](http://BenefitsReview.com)) and on-line U.S. and Canadian Benefits Surveys ([SalariesReview.com](http://SalariesReview.com)). The Benefit & Compensation Administration Assessor is designed to combine the power of these Internet applications and other on-line benefit providers like Aetna and iBenefits, with software applications specifically designed to meet the needs of the Human Resources Administrator.

**Please click on a module at left to view more information.**

To download and install the latest beta-test version of the Benefit & Compensation Administration Assessor please visit [www.eri.com/Subscriber%20Updates/updates.htm](http://www.eri.com/Subscriber%20Updates/updates.htm).

[BenefitsReview.com](http://BenefitsReview.com)

[Your HR Intranet Site](http://YourHRIntranet.Site)

[Benefit Assessor \(QOS\)](http://BenefitAssessor.QOS)

Figure 14

546 543 550

ERI Economic Research Institute  
File View | Install | Upgrade | Help  
ERI's Platform Library | Distance Learning Center | ERI's Web Site

HOME | COURSE CATALOG | YOUR ACCOUNT | SITE MAP | RESOURCES

Plan (76)

Chapter 19:  
Compensation of Sales and Professional Employees

Interactive Course:  
Creating a Pay Plan  
Allowance Program (76)

Chapter 20:  
Managerial and Executive Compensation

Interactive Course:  
Maximum Reasonable Compensation (12)  
Black-Scholes Valuations (22)  
Accumulated Earnings and Deferred Compensation (42)

Chapter 21:  
International Remuneration

Interactive Course:  
Local and Third Country National Compensation (31)  
Determining an Expatriate's Compensation (32)

DL Wizard | Analysis | Tutorial | Workshop | Textbook | Online Survey | Reference URL | ERI URL

Managerial and Executive Compensation

504

Managerial employees represent the most common group to be identified as requiring special compensation programs. This group easily meets the requirements discussed in the last chapter for special consideration in regards to compensation. Managers are a small part of the total number of employees in any organization but represent a disproportionately high percentage of total wage costs. They are a group of vital importance to the operation of the organization, and it is important to attempt to individualize compensation for each manager, particularly each executive. It is possible to develop measures of individual performance such that incentives are appropriate and desirable, since it is of utmost importance that managers associate themselves with organizational success.

Within the management group (for our definition) exists the "executive group". Common to many position naming systems, these positions carry the lead title "Top" or Vice President (except in financial institutions), "Chief" or other nomenclature which differentiates their position within an organization hierarchy. In many international locations and within smaller to medium sized North American firms the terms managers and executives are interchangeable. This is not the case for large U.S. publicly traded corporations and it is clearly not the case for the compensation levels and practices paid and used. "Executive compensation" is a subject on its own, although we concurrently cover it in this chapter.

MANAGERIAL COMPENSATION

Managers are probably the most important group for which special compensation programs are established. The importance of the management job demands that special consideration be given to this group. Managerial compensation plans are also a very sensitive subject. It is, after all, the managers who make the compensation decisions in organizations, so any special plans need to be clearly delineated so there

502

502

Figure 15

SalariesReview.com - Compensation and Benefits Data - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites History Mail Print Edit Discuss Del Home

Address: [http://www.salariesreview.com/surveys/national\\_pay.cfm?cfid=645902&token=45987328&id=1&db=afirst=1](http://www.salariesreview.com/surveys/national_pay.cfm?cfid=645902&token=45987328&id=1&db=afirst=1)

Our Story | Testimonials | Decision Map | Shopping Cart | Feedback

## SalariesReview.com The Business of Pay Information

### U.S./Canada Wage & Salary Report

Request a report of "median", "low" and "high" wage or salary, along with an average "bonus" for any one of ~4,000 positions in any of 5,800 U.S. and Canadian locations from this on-line interactive salary survey.

Price ..... US \$18.00

**QuickZip** [ ] Enter a postal code now to jump to Step 4!  
Example Report Methodology

Select your area/position. (Wait for the screen to refresh itself after each selection.)

Step 1: Country	United States
Step 2: State/Province	Minnesota
Step 3: City in Survey Area	Waconia
Step 4: Position (3,248 available titles)	IT - Compliance Manager

Description - No Position Selected  
Alternate Titles

ABCDEFGHIJKLMNOPQRSTUVWXYZ

**Add to Cart**

**Available Surveys**

- U.S./Canada Wage & Salary
- U.S./Canada Cost of Living
- U.S./Canada Employee Benefits
- International Remuneration
- International Cost of Living
- College Graduate Offer

CPAs click here!  
**AICPA**  
Affinity Program Provider

Reduce Cost Input Data

Figure 16

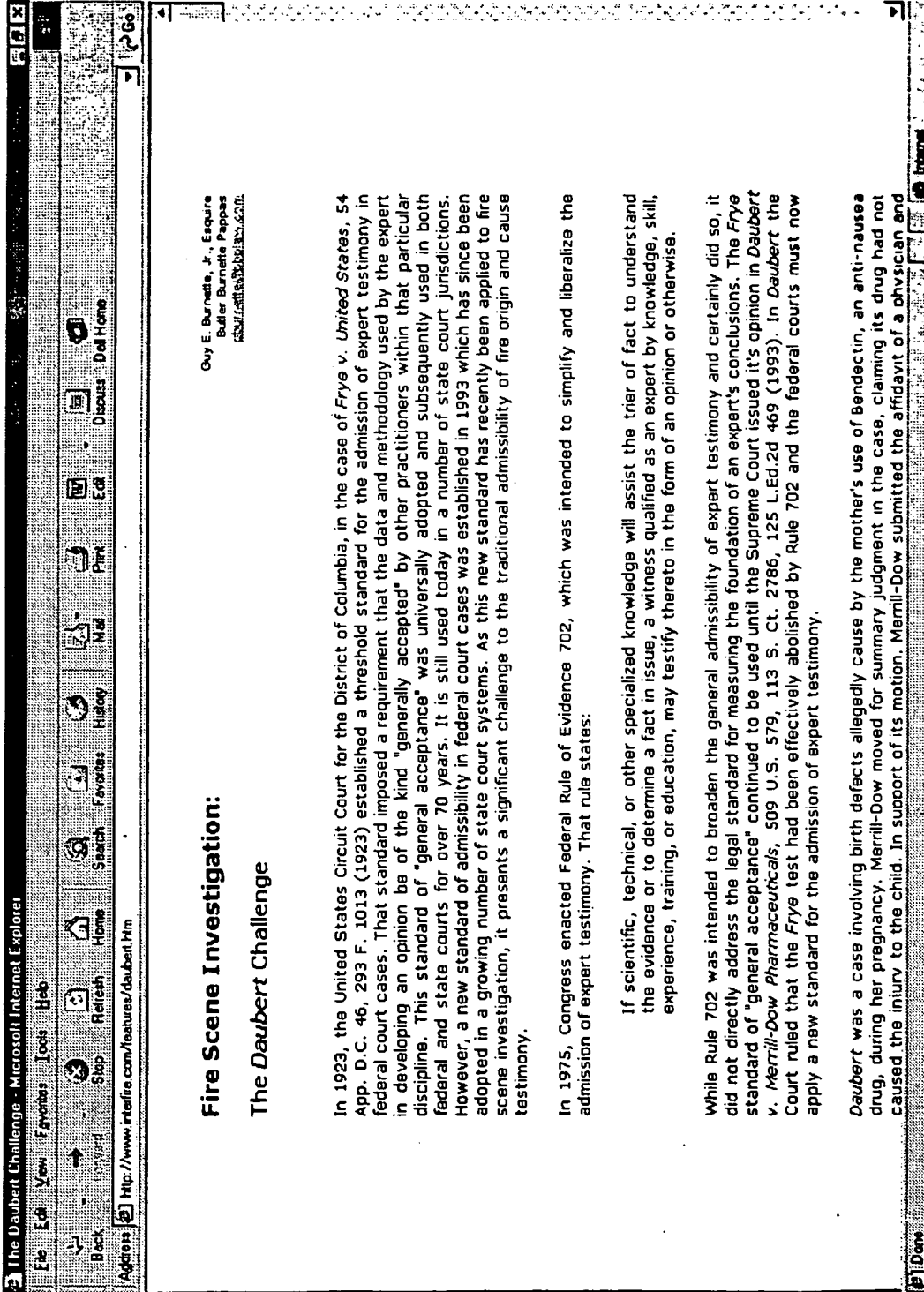


Figure 17

